

Executive Branch Personnel Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Spishak, Cynthia

Associate Administrator, Department of Homeland Security

Report Year: 2023

Other Federal Government Positions Held During the Preceding 12 Months:

None

Electronic Signature - I certify that the statements I have made in this form are true, complete and correct to the best of my knowledge.

/s/ Spishak, Cynthia [electronically signed on 05/12/2023 by Spishak, Cynthia in Integrity.gov]

Agency Ethics Official's Opinion - On the basis of information contained in this report, I conclude that the filer is in compliance with applicable laws and regulations (subject to any comments below).

/s/ Joiner, Amanda, Certifying Official [electronically signed on 07/17/2023 by Joiner, Amanda in Integrity.gov]

Other review conducted by

/s/ Kopf, Christopher R, Ethics Official [electronically signed on 07/10/2023 by Kopf, Christopher R in Integrity.gov]

U.S. Office of Government Ethics Certification

Data Revised 07/17/2023

Data Revised 07/10/2023

Data Revised 06/16/2023

Comments of Reviewing Officials (public annotations):

PART	#	REFERENCE	COMMENT
N/A	N/A	General	(07/10/2023, Kopf, Christopher R): Change in previous annual report valuations due to market forces: part 5, item 6.

1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME	CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	Cuppett's Performing Arts Center	Vienna, Virginia	Dance Studio	Teacher	9/2012	Present

2. Filer's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Cuppett's Performing Arts Center	N/A		Salary/Bonus	\$1,250
2	Roth IRA #1	No			
2.1	Fidelity Capital Appreciation (FDCAX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
3	IBM, 401(k) plan:	No			
3.1	Large Company Index	Yes	\$15,001 - \$50,000		None (or less than \$201)
3.2	Long-term Corporate Bond	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.3	International Stock Market Index	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.4	Income Plus	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.5	Aggressive	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.6	Moderate	Yes	\$1,001 - \$15,000		None (or less than \$201)

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY		CITY, STATE	STATUS AND TERMS	DATE
1	IBM 401k - Target Date 2045	See Endnote	Dallas, Texas	I will continue to participate in this defined contribution plan, but the plan sponsor no longer makes contributions.	3/2005

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

(N/A) - Not required for this type of report

5. Spouse's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Fidelity, 401(k) plan #1: no remaining assets		No		Cash Distribution for 401K consolidation	\$204,396
1.1	T. Rowe Price Retirement I 2050 - TRPMX		Yes	None (or less than \$1,001)		
1.2	T. Rowe Price Retirement 2055- TRPNX		Yes	None (or less than \$1,001)		
1.3	Vanguard Index Admiral Fund		Yes	None (or less than \$1,001)		
2	comScore, Inc. [former employer] Common Stock		No	\$1,001 - \$15,000		None (or less than \$201)
3	T.Rowe Price, 401(k) plan #1: no remaining assets	See Endnote	No		Cash Distribution for 401K consolidation	\$9,099

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.1	T. Rowe Price Retirement 2050 TRPMX	Yes	None (or less than \$1,001)		
4	Stripe (payment processing platform)	N/A		Salary	
5	Stripe, 401(k) plan:	No			None (or less than \$201)
5.1	Fidelity 500 Index Fund (FXAIX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
5.2	Vanguard Institutional Target Retirement 2045 Fund Institutional Class Shares (VITLX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
6	Stripe stock (not publicly traded) (unvested)	N/A	\$100,001 - \$250,000		None (or less than \$201)
7	Stripe (payment processing platform)	N/A	\$15,001 - \$50,000	bonus	
8	Roth IRA #2	No			
8.1	American Funds Investment Company of America AIVSX	Yes	\$1,001 - \$15,000		None (or less than \$201)

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	US bank account #1	N/A	\$1,001 - \$15,000		None (or less than \$201)
2	US Money Market Account #1 (cash only)	N/A	\$250,001 - \$500,000		None (or less than \$201)
3	US bank account #2	N/A	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
4	US bank account #4	N/A	\$1,001 - \$15,000		None (or less than \$201)
5	US Money Market Account #2 (cash only)	N/A	\$50,001 - \$100,000		None (or less than \$201)
6	Vanguard High Dividend Yield Index Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
7	Virginia 529 College Savings Plan #1	No			
7.1	2030 Portfolio	Yes	\$1,001 - \$15,000		None (or less than \$201)
8	Virginia 529 College Savings Plan #2	No			
8.1	2033 Portfolio	Yes	\$1,001 - \$15,000		None (or less than \$201)

7. Transactions

None

8. Liabilities

None

9. Gifts and Travel Reimbursements

None

Endnotes

PART	#	ENDNOTE
3.	1	targeted retirement date diversified fund
5.	3	Listed as a Fidelity account in previous annual report.

Summary of Contents

1. Filer's Positions Held Outside United States Government

Part 1 discloses positions that the filer held at any time during the reporting period (excluding positions with the United States Government). Positions are reportable even if the filer did not receive compensation.

This section does not include the following: (1) positions with religious, social, fraternal, or political organizations; (2) positions solely of an honorary nature; (3) positions held as part of the filer's official duties with the United States Government; (4) mere membership in an organization; and (5) passive investment interests as a limited partner or non-managing member of a limited liability company.

2. Filer's Employment Assets & Income and Retirement Accounts

Part 2 discloses the following:

- Sources of earned and other non-investment income of the filer totaling more than \$200 during the reporting period (e.g., salary, fees, partnership share, honoraria, scholarships, and prizes)
- Assets related to the filer's business, employment, or other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

3. Filer's Employment Agreements and Arrangements

Part 3 discloses agreements or arrangements that the filer had during the reporting period with an employer or former employer (except the United States Government), such as the following:

- Future employment
- Leave of absence
- Continuing payments from an employer, including severance and payments not yet received for previous work (excluding ordinary salary from a current employer)
- Continuing participation in an employee welfare, retirement, or other benefit plan, such as pensions or a deferred compensation plan
- Retention or disposition of employer-awarded equity, sharing in profits or carried interests (e.g., vested and unvested stock options, restricted stock, future share of a company's profits, etc.)

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

Part 4 discloses sources (except the United States Government) that paid more than \$5,000 in a calendar year for the filer's services during any year of the reporting period.

The filer discloses payments both from employers and from any clients to whom the filer personally provided services. The filer discloses a source even if the source made its payment to the filer's employer and not to the filer. The filer does not disclose a client's payment to the filer's employer if the filer did not provide the services for which the client is paying.

5. Spouse's Employment Assets & Income and Retirement Accounts

Part 5 discloses the following:

- Sources of earned income (excluding honoraria) for the filer's spouse totaling more than \$1,000 during the reporting period (e.g., salary, consulting fees, and partnership share)
- Sources of honoraria for the filer's spouse greater than \$200 during the reporting period
- Assets related to the filer's spouse's employment, business activities, other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's spouse's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF). Amounts of income are not required for a spouse's earned income (excluding honoraria).

6. Other Assets and Income

Part 6 discloses each asset, not already reported, (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in investment income was received during the reporting period. For purposes of the value and income thresholds, the filer aggregates the filer's interests with those of the filer's spouse and dependent children.

This section does not include the following types of assets: (1) a personal residence (unless it was rented out during the reporting period); (2) income or retirement benefits associated with United States Government employment (e.g., Thrift Savings Plan); and (3) cash accounts (e.g., checking, savings, money market accounts) at a single financial institution with a value of \$5,000 or less (unless more than \$200 in income was received). Additional exceptions apply. Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

7. Transactions

Part 7 discloses purchases, sales, or exchanges of real property or securities in excess of \$1,000 made on behalf of the filer, the filer's spouse or dependent child during the reporting period.

This section does not include transactions that concern the following: (1) a personal residence, unless rented out; (2) cash accounts (e.g., checking, savings, CDs, money market accounts) and money market mutual funds; (3) Treasury bills, bonds, and notes; and (4) holdings within a federal Thrift Savings Plan account. Additional exceptions apply.

8. Liabilities

Part 8 discloses liabilities over \$10,000 that the filer, the filer's spouse or dependent child owed at any time during the reporting period.

This section does not include the following types of liabilities: (1) mortgages on a personal residence, unless rented out (limitations apply for PAS filers); (2) loans secured by a personal motor vehicle, household furniture, or appliances, unless the loan exceeds the item's purchase price; and (3) revolving charge accounts, such as credit card balances, if the outstanding liability did not exceed \$10,000 at the end of the reporting period. Additional exceptions apply.

9. Gifts and Travel Reimbursements

This section discloses:

- Gifts totaling more than \$415 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.
- Travel reimbursements totaling more than \$415 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.

For purposes of this section, the filer need not aggregate any gift or travel reimbursement with a value of \$166 or less. Regardless of the value, this section does not include the following items: (1) anything received from relatives; (2) anything received from the United States Government or from the District of Columbia, state, or local governments; (3) bequests and other forms of inheritance; (4) gifts and travel reimbursements given to the filer's agency in connection with the filer's official travel; (5) gifts of hospitality (food, lodging, entertainment) at the donor's residence or personal premises; and (6) anything received by the filer's spouse or dependent children totally independent of their relationship to the filer. Additional exceptions apply.

Privacy Act Statement

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